

Labour Market Information Monthly

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Issue 10 Volume 6

BARRIERS TO TRAINING ACCESS¹

Many researchers contend that a well-trained labour force is a way to achieve and maintain a competitive advantage in today's global business market. Thus, providing training has been advocated as sound social policy for competitiveness. Recently, the Conference Board of Canada (2008) reported that Canada does not have a focused strategy to ensure that work-based skills training and lifelong education are prioritized. Furthermore, Canadian employers are low investors in workplace training programs on an absolute basis and relative to their European counterparts.

Others argue that working conditions in Canada are polarized. Simply put, a substantial number of individuals are in jobs featuring relatively poor pay, benefits, security and stability. Moreover, this dichotomy seemingly extends to the receipt of employer-supported training opportunities, with some receiving much more training than others.

An abundance of Canadian and international studies indicate that less-educated workers are much more likely than others to have low-paid jobs. Not surprisingly, these workers are among those with relatively poor access to training. Historically, unionization has led to improved conditions of work, and recent studies suggest that unionization continues to be associated with higher wages. While the benefits of unionization are potentially shrinking in today's era of open and global markets, recent evidence suggests that unionized workers continue to have better access to training than non-union workers, although the effects are potentially different for men and women.

Women are over-represented among those in lower quality jobs. These authors also indicate that women continue to be disadvantaged even among those with poor employment. This is consistent with the historical notion that women have faced additional barriers in the labour market, intentional or otherwise. In terms of training in particular, previous research on women's receipt of employer-supported training is inconclusive.

Some studies show that, relative to their male counterparts, women are less likely to receive employer-supported training, while others report either unsubstantial differences, or slightly better access for women. Moreover, differences in the receipt of employer-supported training, when comparing men and women, are not always apparent unless the effects of other related factors in the workplace are controlled for. Consequently, it can be argued that among the key characteristics associated with a poor-quality job, all else being equal, are earning low wages, having a lower education, not having the protection of a trade union, and, in particular, being a woman. To be consistent with existing research, individuals with these characteristics are referred to as 'vulnerable' workers in this article. While workers with vulnerable characteristics are clearly not a homogeneous group, the literature suggests that workers with these characteristics are, on average, relatively vulnerable compared with other workers.

Using the 2005 and 2003 Workplace and Employee Survey (WES), this article explores the receipt of employer-supported training among these potentially vulnerable workers. For the complete article, [click here](#).

Excerpted from an article by Gordon B. Cooke, Isik U. Zeytinoglu and James Chowhan. Perspectives: July 2009. Statistics Canada Catalogue # 75-001-X

This Month

- Barriers to Training Access
- Key Labour Force Statistics
- The Industry Report

Labour Market Information Monthly

October 2009 Edition

Issue 10 Volume 6

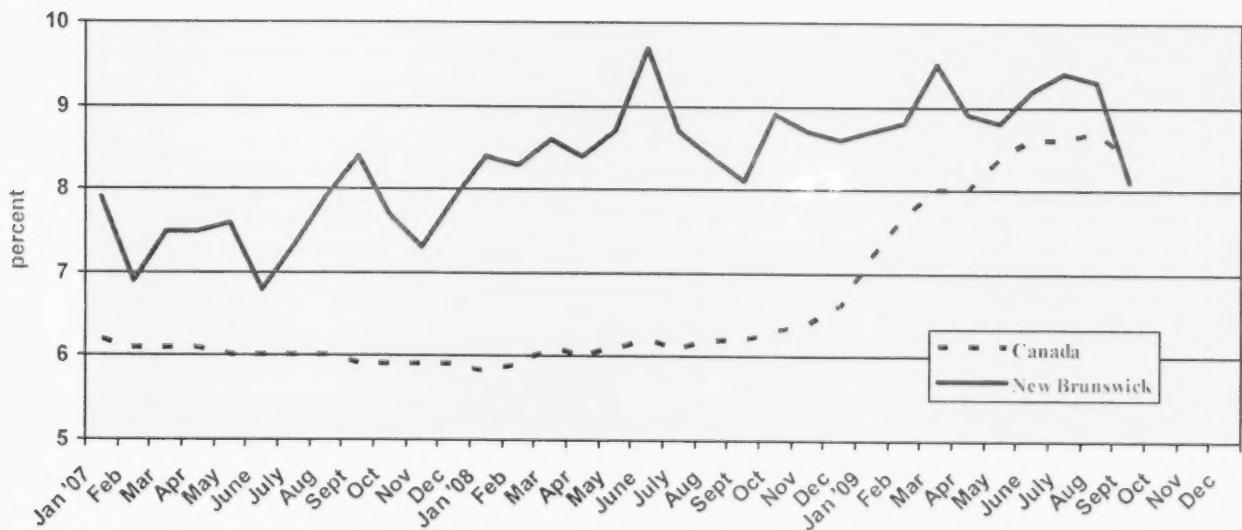
KEY LABOUR FORCE STATISTICS FOR NEW BRUNSWICK (Source: Statistics Canada Labour Force Survey)

| New Brunswick | YTD | September '09 | August '09 | September '08 |
|--------------------|---------|---------------|------------|---------------|
| Labour Force | 401,900 | 400,100 | 402,400 | 399,300 |
| Employed | 365,800 | 367,800 | 364,900 | 367,000 |
| Unemployed | 36,000 | 32,300 | 37,500 | 32,300 |
| Unemployment Rate | 9.0% | 8.1% | 8.3% | 8.1% |
| Participation Rate | 64.7% | 64.3% | 64.7% | 64.5% |
| Employment Rate | 58.9% | 59.1% | 58.7% | 59.3% |

CANADA COMPARED TO NEW BRUNSWICK

In September, Canada's unemployment rate was 8.4%, 0.3 of a percentage point lower than last month but 2.2 percentage points higher than the same time last year. New Brunswick's rate of 8.1% was 1.2 of a percentage point lower than last month but unchanged from the same time last year, when it also stood at 8.1%.

UNEMPLOYMENT RATES IN NEW BRUNSWICK AND CANADA



Source: Statistics Canada Labour Force Survey

Labour Market Information Monthly

October 2009 Edition

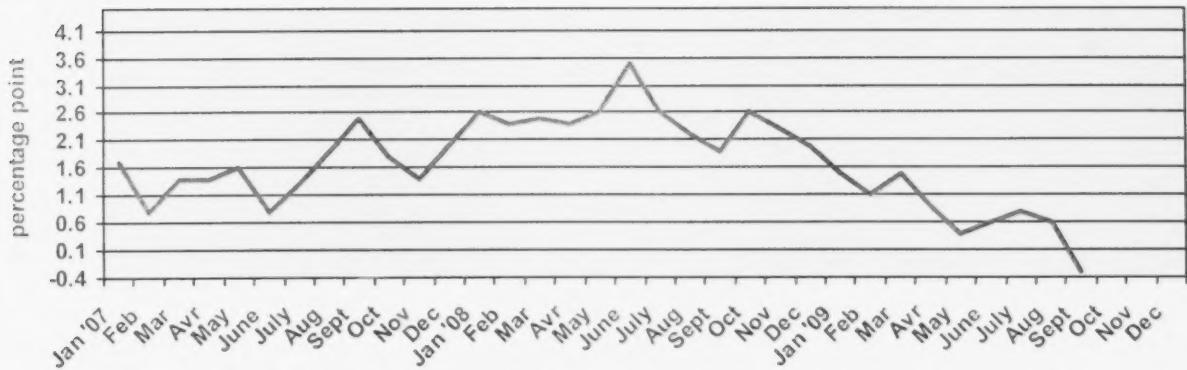
Issue 10 Volume 6

CANADA COMPARED TO NEW BRUNSWICK (continued)

The gap between the national and provincial rates was -0.3 of a percentage point in September.

DIFFERENCE IN UNEMPLOYMENT RATES IN NEW BRUNSWICK AND CANADA

Source: Statistics Canada Labour Force Survey

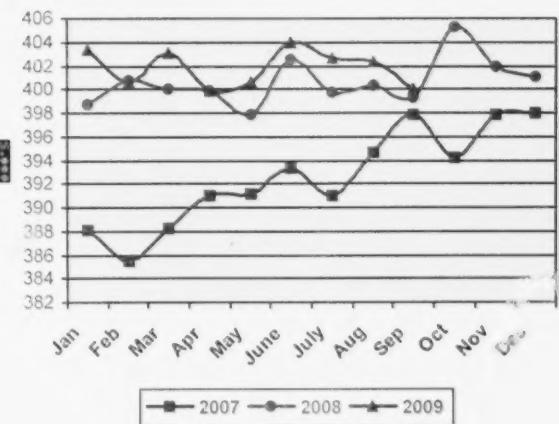


THE LABOUR FORCE

New Brunswick's labour force stood at 400,100 in September. This represented a decrease of 2,300 over last month, but an increase of 800 over the same time last year.



THE SIZE OF THE LABOUR FORCE



Source: Statistics Canada Labour Force Survey

Labour Market Information Monthly

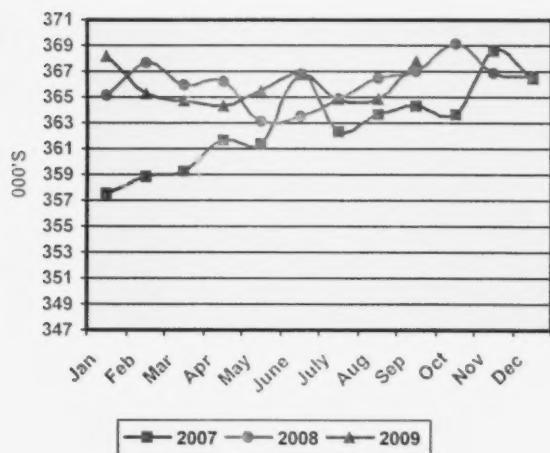
October 2009 Edition

Issue 10 Volume 6

EMPLOYMENT

There were 367,800 people working in September. This was 2,900 more than last month and 800 more when compared to the same period last year.

EMPLOYMENT IN NEW BRUNSWICK



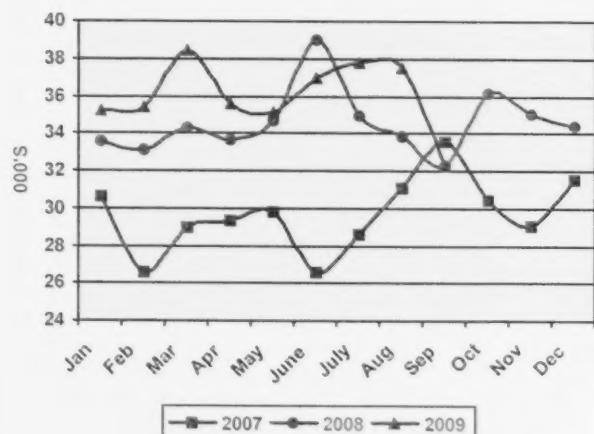
Source: Statistics Canada Labour Force Survey



UNEMPLOYMENT

There were 32,300 people unemployed and seeking work in September. This is 5,200 less people than what was recorded last month but is unchanged over the same period last year.

UNEMPLOYMENT IN NEW BRUNSWICK



Source: Statistics Canada Labour Force Survey

Produced by the Labour Market Analysis Branch (LMB) of the Department of Post-Secondary Education, Training & Labour

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Labour Market Information Monthly

October 2009 Edition

Issue 10 Volume 6

THE UNEMPLOYMENT RATE

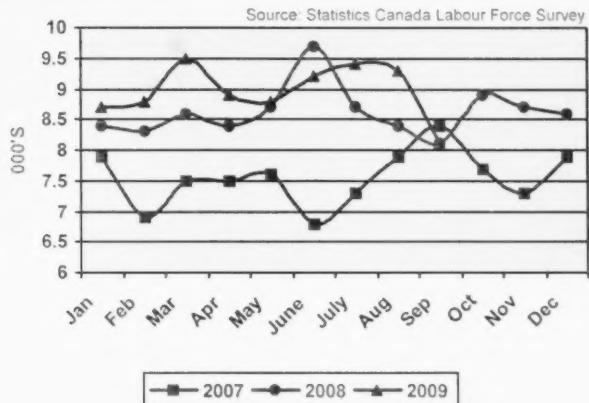
New Brunswick's unemployment rate of 8.1% in September was 1.2 of a percentage point lower than last month but was unchanged over the same time last year.



THE ECONOMIC REGIONS

Statistics Canada reports labour force statistics for the economic regions as three month moving averages of actual (not seasonally adjusted) data.

THE UNEMPLOYMENT RATE IN NEW BRUNSWICK



| September'09 | Economic Regions | | | | |
|------------------------|------------------|-----------|-----------|---------|-----------|
| | Northeast | Southeast | Southwest | Central | Northwest |
| Labour Force (000) | 77,500 | 118,200 | 97,300 | 74,400 | 45,600 |
| Employment (000) | 66,900 | 109,200 | 91,600 | 69,800 | 41,300 |
| Unemployment (000) | 10,700 | 9,000 | 5,700 | 4,600 | 4,300 |
| Unemployment Rate (%) | 13.8% | 7.6% | 5.9% | 6.2% | 9.4% |
| Participation Rate (%) | 57.4% | 70.3% | 67.6% | 69.9% | 66.9% |

| Economic Regions | YTD | | September'09 | | September'08 | |
|------------------|---------|-------|--------------|-------|--------------|-------|
| | Emp. | UR | Emp. | UR | Emp. | UR |
| Northeast | 63,300 | 16.1% | 66,900 | 13.8% | 72,900 | 12.8% |
| Southeast | 105,000 | 8.0% | 109,200 | 7.6% | 108,300 | 6.8% |
| Southwest | 90,800 | 6.3% | 91,600 | 5.9% | 87,900 | 6.9% |
| Central | 66,500 | 7.7% | 69,800 | 6.2% | 68,800 | 5.6% |
| Northwest | 39,400 | 10.5% | 41,300 | 9.4% | 41,100 | 8.1% |

On a year over year basis (September 2009 compared to September 2008), employment increased in the Southwest (+3,700); Central (+1,000); Southeast (+900) and Northwest (+200) economic regions while employment decreased in the Northeast (-6,000) region.

Labour Market Information Monthly

October 2009 Edition

Issue 10 Volume 6

THE INDUSTRY REPORT

Employment growth on a year over year basis was strongest in the following sectors*:

Construction (29.8%) – In September of 2009, there were approximately 28,300 people employed in this sector (a new record high for this sector). This is the seventh month in a row where the monthly employment level recorded was stronger than the equivalent month of the previous year. Over the last 24 months, employment was stronger on a year over year basis in 16 of those months. So far this year (Jan. to Sept. 2009), employment is 12.7% higher than last year (Jan. to Sept. 2008). All indications suggest the provincial infrastructure program, combined with the federal economic stimulus plan and the booming urban centres of Moncton, Saint John and Fredericton are all working together to push construction employment to record levels, at least in the short-term.

Agriculture (19.7%) – In September of 2009, there were approximately 7,300 people employed in this sector. This is the thirteenth month in a row where the employment level recorded was stronger than the equivalent month of the previous year. Over the last 24 months, employment was stronger on a year over year basis in 15 of those months. This sector is on pace to set a year over year employment growth record; year-to-date employment is up 26.3% from where it was at the same time last year.

Information, Culture and Recreation (17.3%) – In September of 2009, there were approximately 12,200 people employed in this sector. This is the fourth month in a row where the monthly employment level recorded was stronger than the equivalent month of the previous year. Over the last 24 months, employment was stronger on a year over year basis in only 10 of those months (6 happening during the first 7 months of this period). Even though employment in this sector is looking up, so far this year (Jan. to September, 2009), employment has actually declined by 4.9% when compared to the same time period last year.

Other Services (12.7%) – In September of 2009, there were approximately 16,900 people employed in this sector. This is only the second month in a row where the monthly employment level recorded was stronger than the equivalent month of the previous year. Over the last 24 months, employment was stronger on a year over year basis in only 8 of those months (the first 4 coming at the beginning of the period). Even though things are looking up for this sector, this year to-date (Jan. to September, 2009), employment has actually declined by 3.1% when compared to the same time period last year.

Finance, Insurance, Real Estate and Leasing (12.1%) – In September of 2009, there were approximately 18,500 people employed in this sector (a record high for this sector). This is the fifth month in a row where the monthly employment level recorded was stronger than the equivalent month of the previous year. Over the last 24 months, employment was stronger on a year over year basis in only 10 of those months. So far this year (Jan. to Sept. 2009), employment is 3.2% higher than last year (Jan. to Sept. 2008).

* Includes the top three growth sectors and all sectors that posted a 10% or greater (year over year) increase in employment.



Labour Market Information Monthly

October 2009 Edition

Issue 10 Volume 6

THE INDUSTRY REPORT (continued)

*Employment was weaker on a year over year basis in the following sectors**:*

Utilities (-21.6%) – In September of 2009, there were approximately 4,000 people employed in this sector. This is the sixth month in a row that this sector has experienced a year over year decline in employment. Over the last 24 months this sector has recorded year over year employment gains 17 times. So far this year (Jan. to Sept. 2009), employment has declined by 10.8% when compared to the same time period last year. This decline may be attributed to the fact that the Canaport LNG project in Saint John and the associated LNG pipeline as well as a number of other large construction projects are winding down.

Transportation and Warehousing (-17.5%) – In September of 2009, there were approximately 17,900 people employed in this sector. This is the ninth month in a row that this sector has experienced a year over year decline in employment. Over the last 24 months this sector has recorded year over year employment gains 12 times. So far this year (Jan. to Sept. 2009), employment has declined by 7.1% when compared to the same time period last year. This decline can be attributed to the fact that the Manufacturing, Forestry, and Mining sectors have all struggled over the last year.

Manufacturing (-11.3%) – In September of 2009, there were approximately 33,800 people employed in this sector. This is the twelfth month in a row where the monthly employment level recorded was weaker than the equivalent month of the previous year. Over the last 24 months, employment was stronger on a year over year basis in only 2 of those months. So far this year (Jan. to Sept. 2009), employment has declined by 6.2% when compared to the same time period last year. This sector has taken many hits over the last couple of years as a result of the weakening economy (here and abroad), the fluctuating value of the Canadian dollar and high energy prices.



** Includes the bottom three growth sectors and all sectors that posted a 10% or greater (year over year) decrease in employment

